Use of Seclusion and Personal Restraint in Child Caring Institutions

Following Enactment of New Michigan Laws PA 527 and 531 of 2004

Acronyms	
PA 527 (SB 231)	Public Act 527 of 2004. Amends Sec. 742 (MCL 330.1742) of the Michigan Mental Health Code.
PA 531 (SB 1344)	Public Act 531 of 2004. Amends Sec, 112 (MCL 722.112) of the Michigan Law licensing and regulating child care organizations.
CCI	Child Caring Institution
CMHSP	Community Mental Health Services Program
PIHP	Prepaid Inpatient Health Plan
OCAL	Office of Child and Adult Licensing within the Michigan Department of Human Services

General Overview

- What does PA 527 do?
 It amends Section 742 of Michigan's Mental Health Code.
- 2. What does amending the Mental Health Code have to do with CCI's?

 Section 742 of the Mental Health Code specifies how, if at all, seclusion may be used for residents of hospitals, mental health centers and minors placed in CCIs.
- 3. What did Sec. 742 of the Mental Health Code require prior to the amendment? Prior to the amendments, Sec. 742 required CCI's to meet the same requirements involving use of seclusion as a hospital or mental health center. Among those requirements was that:
 - A resident could be placed in seclusion only by authorization or order of a physician.
 - Seclusion could continue only until a physician could personally examine a resident or for one hour, whichever was less.
 - A resident could be placed in seclusion under an order of a physician provided the resident had a personal examination to determine if seclusion posed an undue health risk to the resident.

4. How did PA 527 change Sec. 742 of the Mental Health Code?

It removed CCI's from the requirements of Sec 742 for use of seclusion, but added a subsection stating that "a minor placed in a child caring institution shall not be placed or kept in seclusion except as provided in Michigan's law licensing and regulating child caring institutions." PA 531 of 2004 amended the Child Care Organization Act.

5. What did PA 531 of 2004 do?

It amended Michigan's law licensing and regulating CCI's by adding Sections 2b, 2c, 2d and 2e. These sections specify the conditions, procedures and standards that CCI's must comply with if they use seclusion or personal restraint on a minor child placed in the CCI for care, treatment, maintenance and supervision.

- 6. What are the effective dates of these new amendatory laws?
 - Both laws became effective January 3, 2005. However, Section 2c(2) of PA 531 says not later than 180 days after the effective date of the amendatory act that added this section a CCI shall require its staff to have ongoing education, training and demonstrate knowledge of techniques and skills involving behavior modification, nonphysical intervention skills and safe use of personal restraint and seclusion. As a practical matter, CCIs should be in full compliance with the provisions of PA 531 by not later than July 3, 2005.
- 7. Do the requirements involving the use of seclusion and personal restraint specified in PA 531 apply to all licensed CCIs?

No. Section 2b(2) states the provisions of Sections 2b, 2c, 2d and 2e only apply to a CCI that contracts with a CMHSP or PIHP for the care, treatment, maintenance and supervision of a minor child in that CCI.

8. What standards for seclusion and restraint apply to those CCIs who don't contract with or receive payment from a CMHSP or PIHP?

All CCI's must comply with rules promulgated by the state for use of behavior management rooms in CCI's and any rules relative to use of restraint and seclusion. Those CCI's that also must comply with PA 531 requirements should consider PA 531 requirements as supplements to those rules. [R400.4150; 4152]

9. Do the requirements for the use of seclusion and personal restraint apply to an agency or organization that holds a CCI license and contracts with a CMHSP or PIHP for any type of service?

No. Section 2c(1) states the requirements apply only to a CCI that "contracts with and receives payment from a CMHSP or PIHP for the care, treatment, maintenance and supervision of a minor child in a CCI." A contract with a CMHSP to provide therapy services only does not fall under the provisions of PA 531.

10. If an agency, organization or corporation has more than one CCI licensed by location or program, do the requirements specified in PA 531 apply to all licensed CCIs of the agency, organization or corporation?

No. The standards specified in PA 531 will apply to the CCI by license. Therefore, the standards will apply to a CCI facility or program that cares for, treats, maintains or supervises a minor child in that specific licensed CCI when that specific CCI has a

contract with and receives payment from a CMHSP or PIHP for the care of a minor child in that specific facility or program.

11. When a CCI does contract with and receive payment from a CMHSP or PIHP for the care of a child do the standards and procedures for use of seclusion and personal restraint specified in PA 531 apply only to the child or children paid for through the CMHSP or PIHP contract?

No. If the CCI receives payment for even one child in the CCI through a CMHSP or PIHP contract the CCI must apply these standards and procedures to all children within that CCI, regardless of the source of payment.

12. Which state agency will have the regulatory responsibility to insure CCI's are complying with the law?

The responsibility to insure compliance will be with the Office of Child and Adult Licensing (OCAL) within the Michigan Department of Human Services, formerly FIA.

13. How will OCAL know that a CCI is contracting with and receiving payment from a CMHSP or PIHP for the care of a child?

The CCI will be sent a declaratory form from OCAL at least once per year upon which it must indicate whether it has a contract with and is receiving payment from a CMHSP or PIHP and, if so, whether it uses personal restraint and seclusion pursuant to the provisions of PA 531.

14. What if a CCI has a contract with a CMHSP or PIHP for the care and treatment of children in the CCI but has no actual child placed in the CCI through that contract. Must it still comply with the standards in PA 531 for non-CMHSP paid for children?

No. Technically, the law requires compliance with PA 531 standards during the period the CCI receives payment from the CMHSP or PIHP for care of the child in the CCI. As a practical matter, however, the CCI will likely want to, at a minimum, continue the requirements for staff training and may want to continue to employ all the other treatment and reporting procedures to ensure staff is prepared and in compliance when a child paid for by a CMHSP or PIHP does come into care.

- 15. What will a CMHSP or PIHP that has a contract with a CCI expect from the CCI with respect to verifying compliance with the requirements of PA 531?

 The CMHSP or PIHP will expect the CCI to state, as a part of its contract with the CMHSP or PIHP, that it is in compliance with all applicable laws and rules required to operate. This statement would of course encompass compliance with PA 527 and PA 531.
- 16. Can a CCI contract with and receive payment from a CMHSP or PIHP for the care of a child in the CCI without having to comply with PA 531 standards?
 No, but—A CCI may have a policy of prohibiting use of seclusion and personal restraint. Section 2b(2) states all the provisions of PA 531 apply to a CCI that contracts with or receives payment from a CMHP or PIHP. Section 2c(2) states those CCIs shall require its staff to have ongoing education, training and demonstrated knowledge certain skills and methods to prevent emergency safety situations. A CCI covered by this Act may

have a policy prohibiting use of seclusion and restraint, but still needs to comply with Section 2c(2).

17. How will OCAL monitor compliance by a CCI that is required to comply with the standards in PA 531?

During OCAL's regular or special licensing case reviews OCAL will expect the CCI to be able to demonstrate compliance by way of proper written procedures, case documentation and policy directives.

General provisions of PA 531

18. In general, what does PA 531 do?

It specifies standards, procedures, staff and licensed practitioner qualifications and training requirements and reporting required of CCIs for use of personal restraint and seclusion of a minor if the CCI contracts with and receives payment from a CMHSP or PIHP for the care of a child in the CCI.

19. **Is mechanical restraint permitted by a CCI following PA 531 standards?** No, but—there are some exceptions.

20. What are those exceptions?

Mechanical restraint is defined as a device attached or adjacent to the minor child's body that he or she cannot easily remove and restricts freedom of movement or normal access to his or her body. Mechanical restraint does not include: [2b(1)(g)] Use of a protective or adaptive device or a device primarily intended to provide anatomical support.

- Protective use of a mechanical device to ensure security precautions appropriate
 to the condition and circumstance of a minor child placed in a CCI as a result of
 an order of the Family Division of the Circuit Court under Section 2(a) of the
 Michigan Probate Code.
- Section 2(a) of the Michigan Probate Code applies to those youth who are under the courts' supervision as a result of a delinquency petition.
- Adaptive and protective devices are defined within PA 531 as devices incorporated in the individual plan of services intended to provide support or assist a child or prevent injury to the child. [2b(1)(a)(i)]

21. Is chemical restraint permitted by a CCI following PA 531 standards?

No, but—chemical restraints, defined as a drug administered to manage a child's behavior in a way that reduces the safety risk to the child or others and has the temporary effect of restricting the child's freedom of movement does not prohibit administering a drug to a minor if it is a standard treatment for the minor child's medical or psychiatric condition. [2b(1)(b)]

22. When is a CCI authorized to use personal restraint or seclusion under provisions of PA 531?

When an emergency safety situation arises. An emergency safety situation is defined as, "the onset of an unanticipated, severely aggressive or destructive behavior that places the minor child or others at serious threat of violence or injury if no intervention

occurs and that calls for an emergency safety intervention. [2b(1)(d)] An emergency safety intervention is defined as, "the use of personal restraint or seclusion as an immediate response to an emergency safety situation." [2b(1)(c)]

23. What is the definition of personal restraint under PA 531?

Personal restraint is defined as "the application of physical force without the use of a device, for purpose of restraining the free movement of a minor child's body." [2b(1)(h)] Personal restraint does not include:

- The use of a protective or adaptive device.
- Briefly holding a minor child without undo force in order to calm or comfort him or her
- Holding a minor child's hand, wrist, shoulder or arm to safely escort him or her from one area to another.
- The use of protective or adaptive device or a device primarily intended to provide anatomical support.

24. What is the definition of seclusion under PA 531?

Seclusion is defined as "the involuntary placement of a minor child in a room alone where the minor child is prevented from exiting by any means, including the physical presence of a staff if the sole purpose of that staff person's presence is to prevent the minor child from exiting the room." [2b(1)(j)]

25. Are there any exceptions to this definition and application to use of seclusion? Yes. Seclusion does not include:

• The use of a sleeping room during regular sleeping hours to insure security precautions appropriate to the condition and circumstances of a minor placed in the CCI as a result of the order of the Family Division of Circuit Court under Section 2(a) and (b) of the Michigan Probate Code if the minor child's individual case treatment plan indicates that the security precautions would be in the minor child's best interest. 2(b) of the Probate Code applies to children under the supervision of the court as result of abuse, neglect petition. [2b(1)(i)]

26. Are CCI's prohibited from using personal restraint and seclusion in situations other than an emergency safety situation?

Yes. Personal restraint and seclusion is not to be imposed as a means of coercion, discipline, convenience or retaliation. [2d(1)]

27. What other requirements or restrictions are there relative to use of personal restraint and seclusion by a CCI covered by PA 531?

An order for personal restraint or seclusion:

- Can only be written by a licensed practitioner. [2d(7)]
- Shall not be written as a standing order or on an as needed basis. [2d(2)]
- Shall be used only to ensure the minor child's safety or the safety of others during an emergency safety situation. [2d(3)]
- Can only be used until the emergency safety situation has ceased and safety of others can be ensured even if the order has not expired. [2d(3)]
- Cannot be used simultaneously. [2d(3)]

- Must be preformed in a manner that is safe, appropriate and proportionate to the severity of the child's behavior, chronological and developmental age, size, gender, physical condition, medical condition, psychiatric condition, and personal history including any history of physical or sexual abuse. [2d(4)]
- Must not result in harm or injury to the child. [2d(3)]

28. Does PA 531 define who is considered a licensed practitioner?

Yes. A licensed practitioner is:

- A licensed physician.
- An individual who is licensed with a specialty certification as a nurse practitioner.
- A licensed physician's assistant.
- A licensed registered nurse.
- A licensed psychologist and limited licensed psychologist.
- A licensed counselor and limited licensed counselor.
- A licensed master's social worker. [2b(f)]

29. Are there any other qualifications a licensed practitioner must have to have the authority to order personal restraint or seclusion?

Yes. A licensed practitioner must have been trained in the use of personal restraint or seclusion and knowledgeable of the risks inherent in the implementation of personal restraint and seclusion. [2b(f)]

30. How will the CCI be expected to demonstrate that a licensed practitioner meets these qualifications?

OCAL will expect the CCI to have on file a document verifying that each licensed practitioner they employ or contract with for services has successfully completed training either in course work as a part of licensure or in separate training to meet these requirements.

31. How will a CCI know what training for staff and licensed practitioners meets these requirements?

The CCI must submit its proposed requirements for training of staff and licensed practitioners to OCAL and OCAL will determine its acceptability. The request for approval of a training program is to be submitted to OCAL central office.

32. Do other CCI staff have to have training?

Yes. By not later than July 3, 2005, CCI staff who have job responsibilities that place them in regular daily contact with minor children in a CCI must have training in and demonstrated knowledge of:

- Techniques to identify minor children behaviors, events, and environmental factors that may trigger emergency safety situations.
- The use of non-physical intervention skills, such as de-escalation, mediation conflict resolution, active listening and verbal and observational methods to prevent emergency safety situations.
- The safe use of personal restraint or seclusion including the ability to recognize and respond to signs of physical distress in minor children who are in personal

restraint or seclusion or are being placed in personal restraint or seclusion. [2c(2)]

33. **Do CCI staff have to have any ongoing training following the initial training?** Yes. CCI staff must demonstrate their competencies in use of personal restraint and seclusion and knowledge of the risks inherent in the implementation of personal restraint and seclusion on a semi-annual basis. [2c(3)]

34. Does the CCI need OCAL approval of the training it will use for staff to meet these requirements?

Yes. The CCI must submit its proposed training to OCAL for its review and approval. [2(c)(3)] The request for approval of a training program is to be submitted to OCAL central office.

35. How will a CCI document that its staff has complied with these training requirements?

The CCI should document the training obtained by staff in staff records so that this information is available to OCAL during regular or special licensing reviews.

Procedures for ordering personal restraint and seclusion

36. Are there limitations and guidance on the ordering of personal restraint and seclusion?

Yes. A licensed practitioner must order the least restrictive emergency safety intervention measure that is most likely to be effective in resolving the emergency safety situation based on consultation with staff. [2d(8)]

- The order for personal restraint and seclusion must be limited to no longer than the duration of the length of the situation and not exceed 4 hours for a minor child 18 years of age or older; 2 hours for a minor child 9 to 17 years of age or 1 hour if a minor child is under 9 years of age.
- If more than two orders for personal restraint or seclusion are ordered within a 24 hour period the director of the CCI or his or her designated management staff must be notified to determine whether additional methods should be taken to facilitate discontinuation of personal restraint or seclusion. [2d(12)]
- The child shall be released from personal restraint or seclusion whenever the circumstances that justified its use no longer exist. [2c(1)]
- If the order for personal restraint or seclusion is verbal it must be received by a CCI staff member who is either a licensed practitioner; a social services supervisor as described in Rule 400.4118; a supervisor of direct care workers as described in Rule 400.4120 or a licensed practical nurse. [2d(9)]
- A verbal order must be received while personal restraint or seclusion is being initiated by CCI staff or immediately after the emergency safety situation begins. [2d(10)]

37. What are the qualifications of a social services supervisor as described in Rule 400.4118?

A social services supervisor must posses one of the following:

- A master's degree in social work and one year experience as a social services worker.
- A master's degree in sociology, psychology, criminal justice, guidance or counseling and two years experience as a social services worker.
- A bachelor's degree in sociology, psychology, social work, criminal justice, guidance or counseling and four years experience as a social services worker in a child caring organization, two years of which must be in a CCI.

38. What are the qualifications of a supervisor of direct care workers as described in Rule 400.4120?

A supervisor of direct care workers must posses one of the following:

- A bachelor's degree and two years work experience in a CCI.
- Two years of college and three years work experience in a CCI.
- A high school diploma and four years work experience in a CCI.

Monitoring during personal restraint and seclusion

39. What type of monitoring by staff is required during use of personal restraint or seclusion?

The CCI staff trained in the use of personal restraint or seclusion shall:

- Continually assess and monitor the physical and psychological well-being of the minor and safe use of personal restraint. [2e(5)]
- Be physically present in or immediately outside a seclusion room, continually monitoring the physical and psychological well-being of the minor. Video monitoring shall not be exclusively used to meet this requirement. [2e(6)]
- If a licensed practitioner has provided a verbal order, the licensed practitioner must be available for consultation with staff qualified to receive the order, at least by telephone, throughout the period of personal restraint or seclusion. [2d(10)]
- If the emergency safety intervention continues beyond the time limit of the order for use of personal restraint or seclusion, CCI staff authorized to receive verbal orders for personal restraint or seclusion shall immediately contact the licensed practitioner to receive further instructions. [2e(8)]

40. What procedure needs to be followed if personal restraint continues for <u>less than</u> <u>15 minutes or seclusion continues for less than 30 minutes</u> from the onset of the emergency safety intervention?

Staff qualified to receive a verbal order for personal restraint or seclusion, in consultation with the licensed practitioner shall evaluate the child's psychological and physical well-being immediately after removing the child from personal restraint or seclusion and determine if an evaluation is needed by a licensed practitioner authorized to conduct a face-to-face assessment. [2d(13)]

41. What procedures need to be followed if personal restraint continues for <u>15</u> minutes or more or seclusion continues for <u>30</u> minutes or more from the onset of the safety intervention?

A licensed practitioner authorized to conduct a face-to-face assessment must conduct a face-to-face assessment of the minor child within one hour of the onset of the

emergency safety intervention and then immediately after the minor child is removed from personal restraint or seclusion. [2d(14)]

42. What must the face-to-face assessment consist of?

An assessment of the physical and psychological well-being of the child, the child's behavior, appropriateness of the intervention measures and any complications resulting from the interventions. [2d(15)]

43. Can any of the licensed practitioners authorized under PA 531 conduct the face-to-face assessment?

No. Only one of the following licensed practitioners can conduct a face-to-face assessment:

- Licensed physician.
- Licensed nurse practitioner.
- Licensed physician assistant.
- Licensed registered nurse. [2d(14)]

Notice of Policy Requirements

44. Are there specific actions required of a CCI under PA 531 to provide notice of its policy regarding use of personal restraint and seclusion during an emergency safety situation?

Yes. A CCI is required to:

- Inform the minor child and his parent or legal guardian of the CCI's policy regarding the use of personal restraint and seclusion. [2d(5)(a)]
- Communicate that CCI policy in a language the child or his parent or guardian will understand and secure an interpreter or translator if necessary to accomplish this. [2d(5)(b)]
- Obtain written acknowledgement from the minor's parent or legal guardian that he/she has been informed of the policy and procedure and provide a copy of the policy to the parent or legal guardian. [2d(5)(c)(d)]
- File a copy of the parent or guardian's acknowledgement of being informed of the policy in the child's record. [2d(5)(c)]

45. Is there any exception to the requirement that the CCI inform the child's parent or legal guardian of the policy regarding seclusion and personal restraint?

Yes. The CCI is not required to inform or obtain written acknowledgement from the parent or legal guardian of its policy if the child is in the CCI as a result of a commitment order from the Family Division of Circuit Court and has been adjudicated to be dependent, neglected or delinquent provided the child's individual case treatment plan indicates notice would not be in the child's best interest. [2d(6)]

46. What if the CCI can't locate the parent or legal guardian to provide notice of the seclusion and personal restraint policy?

The CCI should have some documentation in the child's record to establish the efforts made to notify and seek acknowledgment from the parent or legal guardian.

Procedures, documentation and reporting required following use of personal restraint or seclusion

47. Who must the CCI notify of use of seclusion and personal restraint following its use?

The CCI staff must notify:

- Child's parent or legal guardian.
- Appropriate state and local government agency that has responsibility for the child if the child is under the supervision of the CCI as a result of a commitment order of the Family Division of Circuit Court.
- Notification should occur as soon as possible after initiation of personal restraint or seclusion. [2(e)(9)]

48. Is there any exception to the requirement that the CCI notify the parent or legal guardian following use of personal restraint or seclusion?

Yes. The same exception applies in this situation as that for notification of the CCI's policy for a child placed in the CCI under court order provided the child's individual case treatment plan indicates notice would not be in the best interest of child. [2(e)(9)]

49. Does PA 531 require the CCI to report any other information to other entities? [2e(14)]

Yes. A CCI subject to PA 531 must report each "serious occurrence." Serious occurrences include:

- A child's death.
- A child's suicide attempt.
- A serious injury to a child which is defined as "any significant impairment of the child's physical condition as determined by qualified medical personnel that results from an emergency safety intervention. This includes, but is not limited to burns, lacerations, bone fractures, substantial hematoma, injury to any internal organs, whether self-inflicted or inflicted by someone else. [2b(k)].

Serious occurrences must be reported to:

- OCAL, to the assigned child welfare licensing consultant.
- The state's designated protection and advocacy system.
- The child's parent or legal guardian.
- The appropriate state or local government agency that has responsibility for the child pursuant to the commitment order of the Family Division of Circuit Court. [2e(14)]
- When must a serious occurrence be reported and what must the report include? It must be reported as soon as possible and not later than 24 hours after the serious occurrence. The report must include the name of the child involved and description of the occurrence and the name, address and telephone number of the CCI. [2e(14)]
- 51. What documentation of the occurrence of the emergency safety intervention or serious occurrence is necessary for the CCI subject to PA 531?

 The CCI must document the following:

- In the minor child's record:
- Consideration of less restrictive emergency safety intervention measures in resolving the emergency safety situation. [2d(8)]
- Each order for personal restraint and seclusion signed by the licensed practitioner. [2d(7)]
- A verification of a verbal order, if given, by the licensed practitioner, signed by the licensed practitioner. [2d(10)]
- A written acknowledgement from the legal parent or guardian that he/she has been informed of the CCI policy on use of personal restraint or seclusion. [2d(5)(c)]
- The results of the evaluation of the child immediately following use of personal restraint or seclusion. [2e(2)]
- Documentation of the use of personal restraint or seclusion must be in the file by the end of the shift in which the personal restraint or seclusion occurred. Documentation must include: the order; a time personal restraint or seclusion began and ended; the time and results of the one hour assessment; a description of the emergency safety situation that required the personal restraint or seclusion; the name of the staff involved in the personal restraint or seclusion. [2e(4)]
- Each order for personal restraint or seclusion must include: the name of the licensed practitioner ordering its use; the date and time of the order; the personal restraint or seclusion ordered including the length of time the licensed practitioner ordered its use. [2e(3)]
- Verification of staff monitoring and observations during use of personal restraint or seclusion. [2e(7)]
- Notification to minor child's parent or legal guardian of each use of personal restraint or seclusion.
- Notification to appropriate state or local government agency that has responsibility for the child, if applicable, including the date and time of the notification, name of the staff person providing notification and name of the person to who the notification was reported. [2e(9)]
- Documentation that a debriefing session occurred with the child and staff involved and a separate debriefing session with staff involved in supervision and administrative staff within 24 hours of the use of personal restraint or seclusion, including the names of staff present and excused and changes to the minor child's treatment plan that result from the debriefing. [2c(13)]

In a separate record:

A report of all incidents in which personal restraint or seclusion was used which includes the following:

- Whether personal restraint or seclusion was used, the setting, unit or location where personal restraint or seclusion was used.
- Staff who initiated the process.
- The duration of each use of personal restraint or seclusion.
- The date, time and day of the week personal restraint or seclusion was used.
- Whether injuries were sustained by the minor child or staff.
- The age and gender of the minor child. [2e(15)]

The CCI must submit an Aggregate Seclusion/Restraint Incidents form at least annually. [2e(16)]

Agencies that need to report data may email jtribb@michigan.gov or visit http://www.michigan.gov/dhs/0,1607,7-124-5455 27716 27719---,00.html for a copy.

52. Are there other post personal restraint or seclusion procedures required of the CCI?

Yes. Within 24 hours after use of personal restraint or seclusion a CCI must conduct two debriefing sessions. One session should involve CCI staff involved in the emergency safety intervention and the minor child in a face-to-face debriefing session. The debriefing should include all staff involved in the personal restraint or seclusion, except if the presence of particular staff person may jeopardize the minor child. Other staff members and the minor child's parent or legal guardian may participate in the debriefing if it is considered appropriate by the CCI. The debriefing must be conducted in language that is understood by the minor child and provides the opportunity for both the minor child and staff to discuss the circumstances that resulted in the use of personal restraint or seclusion and the strategy to be used by staff or others that could prevent the future use of personal restraint or seclusion. [2e(10)(11)]

The other debriefing session should also be held within 24 hours of personal restraint or seclusion and should include CCI staff involved in an emergency safety intervention and appropriate administrative and advisory staff. This session should discuss the emergency safety situation that required personal restraint or seclusion including precipitating factors that led up to the situation; alternative techniques that might have prevented the use of personal restraint or seclusion; the procedures, if any, that CCI staff are to implement to prevent a reoccurrence of use of personal restraint or seclusion and the outcome of the emergency safety intervention, including any injuries that may have resulted from the use of personal restraint or seclusion. Documentation of both of these debriefing sessions must be placed in the child's record, which shall include the names of staff who were present at the debriefings, names that were excused from the debriefings and changes to the minor's treatment plan that resulted from the debriefings. [2e(12)(13)]

The information contained in this summary is for informational purposes only and is not legal advice or a substitute for legal advice.